

DRAFT - Delivery/Instructional Strategy Job Aid Matrix

Factors	Questions	Delivery Strategy			
		Classroom	Video	Manual/Paper-based	Computer-based
Audience					
Size of audience	<i>How big is the audience?</i>	Small	Large	Large	Large
Geographic dispersion	<i>Is the audience geographically dispersed?</i>	Audience is distributed in groups (approximately 20)	Dispersed	Dispersed	Dispersed
Performance					
Complexity of content	<i>What type of content is it? (Awareness, system application, or decision-making?)</i>	System application, Decision making	Awareness	Awareness, system application (task-based)	Awareness, decision-making
Task simulation/need to use a system	<i>Is the participant able to practice or simulate the training content?</i>	Yes - learning is active, not passive	No	No	Yes- learning is active, not passive
Collaborative work tasks	<i>Is the participant able to collaborate with others to perform the training content/tasks?</i>	Yes - material is conceptual and best taught in group format	No hands-on interaction unless being viewed by a group	No - self-paced, lack of interaction	No - self-paced, lack of interaction
Computer comfort	<i>Is the participant comfortable using computers?</i>	No	No - but must have access to video equipment	No	Yes
Administration					
Development cost	<i>What are the initial and ongoing development costs? (High, medium, or low?)</i>	Medium	High	Medium (less than classroom)	High
Deployment time	<i>How much does it cost to deploy? (Facilities, equipment, travel, materials) (High, medium, or low?)</i>	High - Significant time to schedule and complete training	Low	Low	Medium
Need for maintenance	<i>What is the cost to maintain/update materials? (High, medium, or low?)</i>	High (Less than computer-based)	Medium	Medium - relatively easy to revise	High

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